Sea Warrior identifies tools to help Sailors make better career decisions

By JO1 Teresa J. Frith, NAVPERSCOM Communications

Today's Navy needs to be able to bring together all of its resources, whether they be personnel or machinery. As part of the Chief of Naval Operations' (CNO) Human Capital Strategy, Sea Warrior is the human resource management component of the Navy's Sea Power 21 transformational roadmap for the 21st century. Its goal is to develop and deliver a "total force," made up of the Navy's active, reserve, civilian and contracted personnel, who will be better trained, educated and motivated, and work together more efficiently as they perform the critical tasks of the future.

"Sea Warrior is a Fleet and Sailor focused journey," said RADM Bob Conway, Commander, Task Force Warrior. "It will enhance Navy joint warfighting effectiveness by delivering Sea Warriors with the right skills to the right places at the right times through sustained investment in the growth and development of everyone in the total force. Every Sailor is a Sea Warrior."

Not only is every Sailor a Sea Warrior, this definition is also part of the "total force" concept. Everyone who is either in the Navy, or works for the Navy, whether they are military, civilian, or contractor, are to be considered Sea Warriors. All of them are part of the Navy's Human Capital Strategy personnel investment.

"Total force is all personnel serving in the Navy, and for the Navy," said Conway. "By effectively and efficiently using our personnel assets, we increase the Navy's joint warfighting capabilities, thus giving us a stronger force overall."

Sea Warrior includes five strategic initiatives: the 5 Vector Model, the JASS Career Management System, Defense Readiness Reporting System, Human Systems Integration, and Forcenet/ Sea Warrior Integration. Each of these programs is designed to improve readiness and career management in its own way.

One of the first of these to be implemented was the 5 Vector Model, coordinated by the Naval Education and Training Command. It captures a Sailor's progress along five vectors: professional development, personal development, professional military education and leadership,

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News You Can Use

5 Vector Model Version 11 released on NKO

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Navy Personnel Command officer receives Adm. Boorda Award

by JO1 Teresa J. Frith,
NAVPERSCOM Communications

When it comes to getting ideas moved from scribbled notes on paper to actual policy implementation, CDR Shri J. Stroud, PERS-45 (Distribution Management Allocation, Resources and Procedures), has shown she has what it takes. Stroud is this year's awardee of the ADM J.M. Boorda Award for Outstanding Integration of Analysis and Policy-making. Stroud is an 1100-series Fleet Support Officer, who worked as a senior research analyst during the timeframe prior to receiving the award.

The award, presented to Stroud during the 5th Annual Navy Workforce Research and Analysis Conference in Arlington, Va. April 18, recognizes someone who has made a significant contribution to the advancement of manpower, analysis, research and policy education. It is named for ADM Jeremy M. Boorda, the Navy's 25th Chief of Naval Operations.

"I want to thank leadership and the entire chain of command, as well as all those working in research areas for giving me a voice and recognizing the value of research analysis," said Stroud. "Without their support in getting these ideas implemented, when an analyst has an idea, it would remain just a good idea on paper and never become reality."

Stroud received the award for several projects, including designing a Manpower Effectiveness metric (Meff) to gauge how well the Navy matches manpower requirements with Sailor's with the proper skills and experience; enabling the start of a Permanent Change of Station (PCS) "check-book-based" database. This will be used to better show how funds are available and being used for PCS moves. She also studied sea/shore rotation trends to see how they impact PCS moves.

The first two of the above initiatives are already being used to help make the Navy's manpower and personnel system run more efficiently. The Meff metric has been accepted as the key measure upon which the Chief of Naval Personnel and senior leadership evaluate overall success, and is part of the Human Capital Strategy policy that puts the right person, in the right job at the right time.

The "check-book-based" database was part of a study of PCS historical distribution trends. "It is a simple concept which will help the Navy better predict requirements and stay within our budgets," said Stroud. "Like a check-book, you put the amount of available funds into a database and subtract them as they are used for funding PCS moves. This

. . . Sea Warrior identifies tools (continued from previous page)

certificates and qualifications, and professional performance. Sailors can, in turn, use this information to better plan their careers.

The JASS (Job Application Selection System) Career Management System (JCMS) will eventually pull data from a Sailor's 5 Vector Model to help decide which job assignment will better benefit the Sailor's career. The latest version of JCMS was introduced to the Fleet in February, and brought with it several key improvements that will help not only the Sailor, but also the command that owns the billet the Sailor is going to fill. JCMS will continue to roll out in the months ahead with up to 11 Spirals.

A new indicator light system compares three critical areas that are used during a normal negotiation window: skills, preferences and permanent change of station (PCS) costs. When a Sailor logs onto the system and applies for jobs, it takes a snapshot of the three areas, and they can be used to help decide on the best matches for that Sailor. The Sailor will also see the Navy's top five priority jobs, the first five jobs matching the Sailor's preferences and the first five jobs with incentives. Each Sailor has a light indicator to help determine best matches based on their resume of skills. This system sets reasonable expectations and gives the Sailor the power of choice to pick the assignment that he/she is best suited to fill.

JCMS benefits commands as well. They have access to the status of their jobs and are able to anonymously view an applicant's pay grade, rate, NECs (Navy Enlisted Classification Code), school and platform history. This access allows commands a real-time capability to track command manning and view potential gains.

Sailors can access these two initiatives through Navy Knowledge Online at *http://www.nko.navy.mil.* As Sailors get more used to using these products, it will help them gain better control of their careers, giving them the "power of choice," and a way to manage their own expectations through these and other programs.

The remaining two systems also will play a part in the careers of Sailors. Fleet Forces Command conducts the Defense Readiness Reporting System, formerly called the Mission Performance System. It will provide the means to manage and report the readiness of the Department of Defense and its components to execute military strategy and perform their missions in a timely fashion. It will permit commanders to obtain pertinent readiness data on personnel assigned to or attached to their units and allow them to use that information to form strategies in a faster, more efficient manner.

ForceNet/Sea Warrior Integration, coordinated by Network Warfare Command, is an effort to integrate both people and hardware. It will help put together warriors, sensors, networks, command and control, platforms, and weapons into a fully netted, combat force.

CNO's Sea Power 21 vision created the need for Sea Warrior. It integrates Manpower, Personnel and Training systems and links those components with the mission-essential tasks necessary to perform war fighting capabilities and the acquisition process. It also reduces infrastructure and manpower footprints, reduces time needed to train future Sea Warriors, and transitions these concepts without affecting operational readiness and safety.

Sea Warrior is a work in progress, made up of many interrelated systems and programs. It is an ever-changing process that will continue to be updated as needed, whether those changes are through technology, or through the personnel who serve in and for the Navy.

"To be a Sea Warrior is to engage in the "warrior ethos," said Conway. "The "warrior ethos" is the moral character we expect in every Sea Warrior, epitomizing the highest values of honor, courage, and commitment."

Learn more at the Sea Warrior website at *http://www.seawarrior.navy.mil.*

By Greg Tyler, Stars and Stripes
Pacific edition, Friday, April 29, 2005

SASEBO NAVAL BASE, Japan — If Sailors abuse drugs, they will get caught and receive the boot, officials at the Navy Alcohol and Drug Abuse Prevention Branch Summit said Tuesday.

The Sasebo event continued through Wednesday and marked the first time the NADAP Branch staged a summit at the southernmost Japan naval facility.

The NADAP Branch's mission is to support fleet readiness by reducing and preventing alcohol abuse and enforcing the Navy's zero-tolerance policy for drugs, officials said at the summit in Sasebo's Harbor View Club.

"You have to make your Sailors understand that if they use drugs they will get caught, and if they get caught they will get kicked out," said Bill Flannery, NADAP Branch director, during the summit on Tuesday.

In addition, the organization processes administrative separation waivers for alcohol abuse and coordinates urinalysis testing and technical assistance for the Navy's drug-screening program.

Flannery encouraged a strict get-tough and truly random testing approach when he warned, "If you provide an opportunity for these liars and predators (drug distributors), they'll use it."

He said two main points were critical for commanders as they work to reduce alcohol and drug-abuse incidents.

"When commanders make it clear they will invoke a consequence for any alcohol-related incident, you will see a decrease in alcohol abuse," Flannery said. "For drugs, commanders need to educate Sailors that random testing with direct observation (of sample collection) is in place and that with those guidelines, you cannot beat our program."

The NADAP official noted that single-Sailor programs and others that stress alternative activities to alcohol and drug use are important to decreasing the problem; such programs "appear to be working in Sasebo," he added.

Drug use seems to vary by geographic region, Flannery said.

"You may find more methamphetamine on the West Coast and more cocaine and marijuana on the East Coast," he said. "As far as servicemember populations and numbers, there is no real statistical variance between how much drug use takes place overseas compared to CONUS."

Lt. Doug Searles, co-director of technical services at the Navy Drug Screening Laboratory, San Diego, the facility that analyzes all Navy and Marine Corps urinalysis samples west of the Mississippi River, described the threat of drug abuse as an insect infestation.

"If you have got one cockroach, you've got more cockroaches," Searles said.

"We are here to help you get rid of drug pushers and drug users … we don't want them in our Navy," he told Sasebo-based commanders and command master chiefs on Tuesday. Various senior enlisted leaders attended Wednesday's summit.

Most of the discussion Tuesday focused on drug use, criminal investigations, testing technology and related administrative and legal topics pertaining to the zero-tolerance policy.

Urinalysis expert Searles said tests producing positive results are not wrong if the sample is properly gathered.

On the Web: Navy Alcohol and Drug Abuse Prevention

Urinalysis testing

Urinalysis testing labs can detect the following drugs when specific blood-level thresholds are present within the specified drug detection windows:

- THC (marijuana): 1-5 days
- Cocaine: 2-4 days
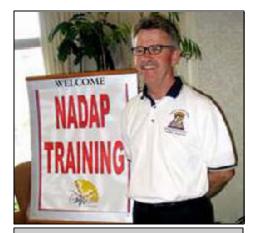- Amphetamines: 2 days
- Barbiturates: 1-2 days
- Opiates: 1-2 days
- PCP: 5-7 days
- LSD: 1-2 days
- Steroids: 3 days or longer

THC detected after longer than 3 weeks indicates chronic or heavy use. Steroid de-

Bill Flannery, Navy Alcohol and Drug Abuse Prevention Branch director, spoke about the characteristics of alcohol and drug abuse in the Navy during the first session Tuesday of the NADAP Summit at Sasebo Naval Base's Harbor View Club. (Photo by Greg Tyler)

tection can be requested by commanders and is determined by type and duration of use. In addition, abuse of prescription drugs can be tested upon request.

Source: U.S. Department of Defense and Navy

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Navy Reserve duty lets prior-enlisted Sailors keep benefits, camaraderie

by JO1 Teresa J. Frith,
NAVPERSCOM Communications

If you are coming to the end of an active duty enlistment and are thinking about getting out of the Navy, or if you have prior active duty service in any branch, there is a way you can continue to serve your country and have a civilian career as well. How? By affiliating with the Navy Reserve.

"In order to re-enlist in the Navy Reserve you need to be retention-eligible," said CAPT Raymond Wynne, Director of Operations, Commander, Navy Recruiting Command, Millington, Tenn. "The big three ratings that we need right now are Seabees of all kinds, Master-at-Arms (MAs) and Hospital Corpsman, but all ratings are eligible."

There are several programs through which you can join the Navy Reserve, including Navy Veteran (NAVET), Other Service Veteran (OSVET), Recruiting Selective Conversion Reenlistment (RESCORE-R), Advanced Paygrade (APG) and Seabee Enlistment for Veterans (CBVET).

The NAVET program is for service members who have had prior active or inactive service in the Navy or the Navy Reserve.

Anyone who has been out of the service for less than four years can re-enlist in the Navy Reserve in the same pay grade as they had before.

There are several advantages to affiliating with the Navy Reserve, including choosing your drilling location, no need to re-do basic training, continuing education benefits, continuing Service Group Life Insurance coverage, maintaining access to the exchange, commissary and MWR facilities, and other benefits. Navy Reservists also receive four days of base pay for two days of weekend drills, and full pay and allowances (except for Basic Allowance for Housing) for the periods of time they do their annual two-week training or other active duty deployments.

"Today, there is better integration between the Navy Reserve and the active duty Navy," said CDR Thomas Vinson, Navy Personnel Command, PERS-63, Center for Career Development. "We want to keep our investment in the Sailors who have spent time in the active duty Navy and already have the training to do the job. When Sailors decide to get out of the active duty Navy, we

want them to know their options for continuing their service to their country through the Navy Reserve."

As part of the plan to make departing Sailors aware of their options, a team of six detailers has been set up in PERS-40 who are specializing in speaking with Sailors who are within six months of their End of Active Service Obligation (EAOS), and have decided not to remain on active duty. Pilot programs were also set up in Norfolk, Va. and San Diego, Calif., through Fleet Concentration Recruiters to educate Sailors on the Navy Reserve.

Sailors can ask questions about the Navy Reserve program and decide whether or not they want to affiliate. If so, they are put in contact with the proper officials to do the paperwork needed to make the switch from active to reserve duty. Since February, more than 1,800 Sailors have made the decision to stay Navy and join the Navy Reserve.

If you are interested in affiliating with the Navy Reserve, contact your detailer or any Navy recruiter. You can learn more at the Navy Reserve official website at *http://www.navalreserve.com/ps/.*

Naval Reserve changes its name to Navy Reserve

By Journalist Seaman Apprentice Quinn
Whisner, Commander, Naval Reserve
Force Public Affairs

WASHINGTON (NNS) — President George W. Bush signed a "Memorandum for the Secretary of Defense" April 29, approving the redesignation of the United States Naval Reserve to the United States Navy Reserve.

The process and authority to seek this change were afforded by the 2005 National Defense Authorization Act (NDAA), which requires that the President of the United States authorize the change, followed by delivery of the relevant United States Code changes to the Armed Services Committees, and finally publication of the change in the Federal Register.

VADM John G. Cotton, Commander Navy Reserve Force, testifying before the Senate Armed Services Committee April 13, supported the name change.

"Once we have become the Navy Reserve, the Chief of Naval Operations

intends to promulgate guidance to 'drop the R,'" said Cotton. "Our great Sailors have always been in the Navy...they are the 'RE-serve' component of the greatest Navy ever. We might work just two or more days a month, but you cannot turn off the honor, courage and commitment that comes with being in the Navy, 24/7/365, ready to serve."

The effective date for the change will be no earlier than 180 days from the date the required legislative changes are delivered to the Armed Services Committees. The Department of Defense and the Navy Department are preparing to implement these final steps. Official notice will be published in the Federal Register announcing the effective date of the change.

The tradition of the citizen Sailor began June 12, 1775, and has continued to grow throughout the years. Founded March 3, 1915, the Navy's Reserve celebrated its 90th birthday this year.

Petty Officer 2nd Class Shawna Moore, and other 2005 Navy Reserve Sailor of the Year finalists, stretch during physical training at Commander, Navy Reserve Force, New Orleans. U.S. Navy photo by Photographer's Mate 3rd Class Paul Sato.